

Communication for Aspiring Managers:

A note from the People Team:

We are very excited to be launching a positive action* initiative, to support those that are proven by our data to be underrepresented in more senior or grade positions within our organisation. This will be via an Aspiring Managers programme.

Why:

We have analysed our data, and there are significant gaps in higher grades within the organisation in terms of equal representation. Our gaps then lead us to take positive action*. Our current data shows us that:

Females (as defined at birth) are underrepresented from grade 8-11 and Service Manager and above by: 11% and 9%

Those of ethnic minorities are underrepresented from grade 8-11 and Service Manager and above by: 50% and 70%

Those with a disability are underrepresented from grade 8-11 and Service Manager and above by: 18% and 64%

What:

We will be offering 12 places (initially) to join the programme of which 9 places will be offered to support those within the underrepresented groups.

The programme will be over 12 months and consist of a monthly workshop theme and a bimonthly 1:1 coaching session. Workshops range from how to overcome barriers in order to succeed and progress, to council ways of leading, communication, inclusivity, wellbeing, managing self and others and dealing with conflict. There will also be practical opportunities such as shadowing, job swapping and peer to peer support. The 1:1 coaching will be aimed at the personalised development and progressing planning of each individual.

We are working with a diverse range of training experts, both internal and external, and a range of specialist providers and coaches, offering a variety of skills and experiences.

When:

- Inductions and Introductory Sessions – April 2024
- May 24 – April 25 – workshops and coaching
- October 25 – Additional Coaching session

How:

In the first instance we are looking for an informal expression of interest from individuals. That is a hand up to say, "I am interested and would like to find out more".

Once we have an idea of the interest, we can finalise how we need to go forward, to agree out 12 places.

Impact measures:

As progression opportunities arise in the council, our aim is to then ensure that those who have attended this programme, are better placed, and have the same chances as others that don't have barriers.

Progressions may include things such as:

Sideways career development, additional responsibilities, leading a project, a promotion, a grade increase.

Who can express an interest:

Anyone can express an interest, however, we do really need you to consider the priority places and reasons for the need to attend this programme. This is very much about removing barriers for those who are underrepresented who do wish to progress.

We are working on other leadership and management development opportunities throughout this year that may be more suitable for some.

To express an interest: please contact one of the 3 project co-ordinators to arrange a short call (in confidence) or drop them a message or email:

[REDACTED] – Equality, Diversity and Inclusion Specialist – People Team –
[REDACTED]

[REDACTED] – Learning and Development Consultant – People Team –
[REDACTED]

[REDACTED] – Organisational Development Manager – People Team –
[REDACTED]

Please do so by XXXXX

*To find out more on positive action initiatives, please go to:
[Positive action in the workplace - GOV.UK \(www.gov.uk\)](https://www.gov.uk/positive-action-in-the-workplace)